

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Strategic Infrastructure
Title of the activity being assessed i.e. the strategy, plan, policy or service	Local Development Guide (LDG) – Refresh 2021
Brief outline of the proposal(s)	<p>The County Council is committed to securing the right levels of infrastructure and services from future developments, where it is practical and reasonable to do so.</p> <p>To support the Council's engagement in these matters a locally-prepared guide has been produced. This guide identifies items of County Council infrastructure and services that may be impacted by new development and therefore could require financial or other types of support in order for them to continue to meet the needs of local communities. The guide sets out the Council's developer contributions protocol that states how negotiations on contributions with developers will be pursued including issues such as phasing, indexation, and monitoring.</p> <p>The current, adopted Local Developer Guide (LDG) (Dec 2016) has increasingly become out of date. This review will enable the LDG to be updated to reflect both local and national policies and guidance. The updated LDG will ensure that Gloucestershire County Council (GCC) is able to work with Local Planning Authorities (LPAs), comment on emerging Local Plans and District Councils' Community Infrastructure Levies (CIL) to ensure appropriate infrastructure comes forward through future developments.</p> <p>GCC is committed to keeping this up-to-date and under review. This guidance seeks to provide advice for – prospective developers; the construction industry; landowners; district, borough and parish councils; utility providers; and other interested stakeholders as to GCC's approach to negotiating contributions towards infrastructure and services.</p> <p>Seeking financial and other forms of support to provide local infrastructure and services is a well established concept within the UK planning system. Provision is</p>

	<p>made by legislation and regulations to allow GCC to participate in those negotiations for which it has an interest – for example; identifying resources to support the upgrading of local roads, local libraries or increasing the capacity at state-funded schools.</p> <p>To ensure there is clarity and consistency in dealing with future developer contributions, GCC has sought to produce a corporate, publicly available Guide, which details how and what the County Council may look to negotiate when planning proposals come forward. The update clarifies certain changes since adoption of the original LDG including CIL and legislation changes.</p>
Who is affected by the proposals?	<p>Service users <input type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: All Gloucestershire Residents</p>
Decision to be taken and decision maker	Cabinet Decision to Adopt the revised Local Development Guide
Person(s) responsible for completing this assessment	<p>Simon Excell Lead Commissioner: Strategic Infrastructure Tel: 01452 328487 Email: Simon.Excell@gloucestershire.gov.uk</p>
Date of this assessment	16/02/2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	Not Applicable
Workforce	Not Applicable
Partners	The LDG Review seeks that the refreshed version of the LDG is adopted following a period of targeted consultation with key stakeholders and engagement with elected members at County, District, Local, Town and Parish Councils, and with local communities raising the awareness of the revised contents of the LDG following the period of consultation and a recommendation is

	<p>made to Cabinet that the revised LDG be adopted. A three-week pre consultation took place between 25th February and 23rd March 2020 with the six Gloucestershire district councils ahead of the targeted consultation.</p> <p>This was followed by a four week period of consultation that took place between the 1st May 2020 and the 29th May 2020 to a targeted audience. This targeted consultation was extended to 19th June 2020 due to the impacts of the COVID-19 pandemic. The feedback from that consultation is available in summary form as Appendix 2 of the Cabinet report.</p>
Other	As above

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
ALL	<p>Challenge or opportunity considered and what we did</p> <p>C = The challenge is to ensure that the full range of needs is properly identified across different communities and then these are taken into account so as to minimise negative impact, but also to promote equality through every stage of the development process.</p> <p>O = The development of an updated LDG provides an ideal opportunity to ensure the Council is affording sufficiently robust leverage to ensure that the infrastructure needs for protected groups identified are properly considered and secured where it is reasonable and practicable to do so.</p>	
Age	The revised LDG will support GCC in accessing the necessary funding from the LPAs (Charging Authorities) to support the necessary infrastructure for Education (Schools and Nurseries), Community facilities (Libraries, etc.) and Highways (Roads, Bus Lanes, Cycle Paths and Walking routes).	
Disability	The revised LDG will support GCC in accessing the necessary funding from the LPAs (Charging Authorities) to support the necessary infrastructure for Education (Schools and Nurseries), Community facilities (Libraries, etc.) and Highways (Roads, Bus	

	Lanes, Cycle Paths and Walking routes).	
Sex	No identified significant impact	There are no anticipated negative impacts at this stage
Race		
Gender reassignment		
Marriage & civil partnership		
Pregnancy & maternity		
Religion and/or belief		
Sexual orientation		

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
<p>The draft LDG was sent to over 350 targeted recipients by way of consultation to comment on the draft.</p> <p>Following feedback from the consultation No changes were made that would impact equality issues. Any amendments made were in relation to process.</p>	No changes made

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner

Positive	Regular monitoring of the content of agreements made to resource infrastructure on the impact (or not as the case may be) in relation to those with the protected characteristics).	Ongoing monitoring	Lead Commissioner: Strategic Infrastructure
Positive	Where substantial changes occur with the process used to secure infrastructure resources, a further review of the LDG will be instigated.	Ongoing	Lead Commissioner: Strategic Infrastructure

6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:

Once adopted, the LDG will be periodically reviewed to ensure any changes to the process used to secure infrastructure resources remains inline with latest guidance and does not negatively impact those with protected characteristics.


Regular monitoring will occur to ensure infrastructure secured through the process does not negatively impact those with protected characteristics.

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Simon Excell
Date	11/03/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Councillor Nigel Moor
Date	11.03.2021

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information		
Age <i>percentage/profile of service user ages</i>	Age Group	Number	Gloucestershire % of population
	0-19	142,506	22.4%
	20-64	357,054	56%

	<table border="1" data-bbox="660 203 1436 253"> <tr> <td data-bbox="660 203 818 253">65+</td> <td data-bbox="818 203 1114 253">137,510</td> <td data-bbox="1114 203 1436 253">21.6%</td> </tr> </table> <p data-bbox="660 293 1436 801">Gloucestershire has a lower proportion of 0-19 year olds and 20-64 year olds and a higher proportion of people aged 65+ when compared to the figures for England. There is considerable variation at district level. At 24.6% Gloucester has the highest proportion of children and young people and exceeds the county and national figures. Gloucester and Cheltenham have the highest proportion of people aged 20-64 (58.5% and 57.8% respectively) exceeding the county figures. Cotswold, the Forest of Dean, Stroud and Tewkesbury all have a higher proportion of people aged 65+ when compared to the county and national figures. At 25.9% Cotswold has the largest proportion of people aged 65 and over.</p>	65+	137,510	21.6%												
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<p data-bbox="225 864 600 965">Disability <i>percentage/profile of service users who have a disability</i></p> <p data-bbox="188 1104 620 1234">2011 Census, QS303EW Long-term health problem or disability, local authorities in England and Wales.</p> <p data-bbox="188 1592 604 1659"><i>Poppi, http://www.poppi.org.uk/ Dementia projections 2019</i></p>	<table border="1" data-bbox="660 864 1436 1207"> <thead> <tr> <th data-bbox="660 864 1094 931">Day-to-day activities</th> <th data-bbox="1094 864 1256 931">Number</th> <th data-bbox="1256 864 1436 931">% of population</th> </tr> </thead> <tbody> <tr> <td data-bbox="660 931 1094 999">day-to-day activities are not limited</td> <td data-bbox="1094 931 1256 999">497,238</td> <td data-bbox="1256 931 1436 999">83.3</td> </tr> <tr> <td data-bbox="660 999 1094 1066">day-to-day activities are limited</td> <td data-bbox="1094 999 1256 1066">99,746</td> <td data-bbox="1256 999 1436 1066">16.7</td> </tr> <tr> <td data-bbox="660 1066 1094 1133">day-to-day activities are limited & little</td> <td data-bbox="1094 1066 1256 1133">56,454</td> <td data-bbox="1256 1066 1436 1133">9.5</td> </tr> <tr> <td data-bbox="660 1133 1094 1207">day-to-day activities are limited a lot</td> <td data-bbox="1094 1133 1256 1207">43,292</td> <td data-bbox="1256 1133 1436 1207">7.3</td> </tr> </tbody> </table> <p data-bbox="660 1245 1436 1749">According to the 2011 Census 16.7% of Gloucestershire residents reported having a long term limiting health problem; this was below the national figure of 17.6%. The Forest of Dean had the highest proportion of residents reporting a long term limiting health problem at 19.6% of the total population, and was the only district that exceeded the figure for England of 17.9%). Cheltenham had the lowest proportion of residents reporting a long term limiting health problem (15.1%). As age increases the proportion of respondents reporting a limiting long term health problem increases. In Gloucestershire 18.3% of people aged 50-64 reported a limiting long term health problem, this increased to 49.0% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.</p> <p data-bbox="660 1816 1436 2018">Dementia is one of the major causes of disability in older people. Estimates suggest that in 2020 there are predicted to be around 9,907 people aged 65+ living with dementia in Gloucestershire. Incidents of dementia increase with age, people aged 65-69 are predicted to account for 6.2% of dementia sufferers over 65 in Gloucestershire; it is</p>	Day-to-day activities	Number	% of population	day-to-day activities are not limited	497,238	83.3	day-to-day activities are limited	99,746	16.7	day-to-day activities are limited & little	56,454	9.5	day-to-day activities are limited a lot	43,292	7.3
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Pansi, <http://www.pansi.org.uk>
[Learning disability projections](http://www.pansi.org.uk)
[2019](http://www.pansi.org.uk)

Public Health England, Learning Disability Profile
<https://fingertips.phe.org.uk/profile/general-practice/data#page/4/gid/2000004/pat/46/par/E39000043/ati/152/are/E38000062/iid/200/age/1/sex/4>

Public Health England, National General Practice Profiles,
<https://fingertips.phe.org.uk/profile/general-practice/data#page/0/gid/2000004/pat/46/par/E39000043/ati/152/are/E38000062>

predicted that this will rise to 22.0% for the 90+ age group. Given the ageing population the number of dementia sufferers will increase in the future.

Learning disability is one of the most common forms of disability in the UK. Predictions suggest there will be approximately 12,004 people aged 18+ living with a learning disability in Gloucestershire in 2020. Of this group, an estimated 2,459 people are predicted to have moderate or severe learning disabilities, equating to 0.5% of the adult population.

With regards to children, 4,955 school pupils in Gloucestershire (5.2% of school pupils) were known to have a learning disability in 2018. In 2018/19, Gloucestershire GPs recorded that 0.6% of their registered patients (of all ages) were known to have a learning disability. In 2019, 1.3% of people aged 16+ who completed the GP patient survey in Gloucestershire, reported that they had a learning disability.

Evidence shows that people with learning disabilities have poorer health than the general population, much of which is avoidable, and that the impact of these health inequalities is serious; people with learning disabilities are three times as likely as people in the general population to have a death classified as potentially avoidable through the provision of good quality healthcare. Men with learning disabilities die on average 13-20 years younger than men in the general population and women with learning disabilities die on average 20-26 years younger than women in the general population. These inequalities result to an extent from the barriers which people with learning disabilities face in accessing health care.

Vision and hearing impairments affect people from all sections of society and across all age groups. In 2019 approximately 1.4% of the 16+ population in Gloucestershire reported blindness or partial sight. During the same period 6.8% of the population aged 16+ reported deafness or hearing loss. As people get older they become increasingly likely to suffer from hearing and vision impairments; given the ageing population this means the number of people affected by these conditions is likely to increase in the future.

Sex
percentage/profile of service users who are male and who are female

Gender	Number	% of population
Female	324,498	50.9

Public Health England, Public Health Outcomes Framework
<http://www.phoutcomes.info/public-health-outcomes-framework#page/0/gid/1000049/pat/6/par/E12000009/ati/102/are/E10000013>

2011 Census

Male	312,572	49.1
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The overall gender split in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%. This situation is also reflected at district, regional and national level. This difference is related to the fact that women on average live longer than men; in Gloucestershire life expectancy at birth for females is 84.0 years and for males is 80.6 years (2017-19). Thus, as age increases females outnumber males by an increasing margin. In Gloucestershire 52.8% of people aged 65-84 are female; the proportion increases to 63.9% amongst people aged 85 and over.

These gender differences in the older age groups are also observed at district, regional and national level and have resulted in 71% of single pensioner households being headed by a woman, according to the Census 2011.

Race
percentage/profile of service users who are from black and minority ethnic backgrounds

Ethnic Origin	Number	% of population
White: English/Welsh/Scottish/Northern Irish/British	546,599	91.6
White: Irish	3,759	0.6
White: Gypsy or Irish traveller	731	0.1
White: White other	18,558	3.1
Mixed/Multiple Ethnic Group	8,661	1.45
Asian/Asian British	12,433	2.08
Black/African/Caribbean/Black British	5,150	0.86
Other Ethnic Group	1,093	0.18

According to the 2011 Census 95.4% of Gloucestershire's population is White and 4.57% is from a Black or Ethnic Minorities group; this latter figure is considerably lower than the 14.6% reported for England as a whole. English/Welsh/Scottish/Northern Irish/British make up the majority of Gloucestershire's white population. Although this is a national trend, this group accounts for a higher

	<p>proportion of the total white population than elsewhere; there is a lower proportion of people who are from an 'other white' background when compared to the national figure (3.1% in Gloucestershire compared with 4.6% in England). Asian/Asian British account for the largest proportion of Black or Ethnic Minorities in Gloucestershire, following the national trend. However the group accounts for a lower proportion of the total than it does nationally (2.08% in Gloucestershire compared with 7.8% in England).</p> <p>At district level:</p> <ul style="list-style-type: none"> • Gloucester has the highest proportion of people from a Black or Ethnic Minority (10.9% of the total population compared with 4.57% for the county). However, this is still considerably lower than the national figure of 14.6%. • Cheltenham also had a higher proportion of people from Black and Ethnic Minorities (5.7%) than the county-wide figure. • Forest of Dean has the lowest proportion of people from a Black or Ethnic Minority, at 1.5% of the total population. • The proportion of people that are classified as 'other White' is higher in Cheltenham than Gloucestershire and England as a whole (5.0% compared with 3.1% for Gloucestershire and 4.6% for England). • The proportion of people that are classified as Caribbean and White and Black Caribbean is higher in Gloucester than the county and England.
<p>Gender reassignment percentage/profile of service users who have indicated they are transgender</p> <p><i>Gender Identity Research and Education Society (2011) The Number of Gender Variant People in the UK – Update 2011. http://www.gires.org.uk/wp-content/uploads/2014/10/Prevalence2011.pdf</i></p> <p><i>ONS (2017) Mid-Year Population Estimates</i></p> <p><i>Gender Identity Research and Education Society (2009) Gender</i></p>	<p>Gender reassignment is defined by the Equality Act 2010 as a person who is proposing to undergo, undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. This means an individual does not need to have undergone any treatment or surgery to be protected by law.</p> <p>There are no official estimates of gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance. These figures are equivalent to somewhere between 0.6% and 1% of the UK's adult population. By applying the same proportions to Gloucestershire's 16+ population, we can estimate that there may be somewhere between 3,822 and 6,370 adults in the county that are experiencing some degree of gender variance. G IRES also reported in 2011 that approximately 100 children and adolescents are</p>

<p>Variance in the UK. http://www.gires.org.uk/assets/Modelpro-Assets/GenderVarianceUK-report.pdf</p>	<p>referred annually to the UK's sole specialised gender identity service, compared with 1500 adults. However, presentation amongst younger people is growing and could accelerate if young people feel increasingly able to reveal their gender variation.</p>																							
<p>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</p> <p>2011 Census - KS103EW Marital and civil partnership status, local authorities in England and Wales.</p>	<table border="1" data-bbox="663 477 1420 1025"> <thead> <tr> <th>Marital status</th> <th>Number</th> <th>% of population</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>149,732</td> <td>30.5</td> </tr> <tr> <td>Married</td> <td>245,879</td> <td>50.2</td> </tr> <tr> <td>In a registered same-sex civil partnership</td> <td>1,326</td> <td>0.3</td> </tr> <tr> <td>Separated (but still legally married or still legally in a same-sex civil partnership)</td> <td>11,515</td> <td>2.3</td> </tr> <tr> <td>Divorced of formerly in a same-sex civil partnership which is now legally dissolved</td> <td>46,452</td> <td>9.5</td> </tr> <tr> <td>Widowed or surviving partner from a same-sex civil partnership</td> <td>35,239</td> <td>7.2</td> </tr> </tbody> </table> <p>Gloucestershire has a lower proportion of people who are single or separated when compared to the national figure, whilst the proportion of people who are married, divorced or widowed exceeds the national figure. There is considerable variation at district level:</p> <p>At 38.8% Cheltenham has the highest proportion of single people and exceeds the county and national figure. In contrast 25.7% of people in Cotswold are single, which is below the county and national level. Cotswold has the highest proportion of residents who are married at 54.9%, which is higher than the county and national average. The lowest proportion was recorded in Cheltenham. The proportion of same-sex civil partnerships is fairly consistent across all districts. Gloucester has the highest proportion of people who are separated and divorced. Cotswold has the highest proportion of people who are widowed or a surviving partner of a same-sex civil partnership while Gloucester and Cheltenham have the lowest. This reflects the age structure of these districts.</p>			Marital status	Number	% of population	Single	149,732	30.5	Married	245,879	50.2	In a registered same-sex civil partnership	1,326	0.3	Separated (but still legally married or still legally in a same-sex civil partnership)	11,515	2.3	Divorced of formerly in a same-sex civil partnership which is now legally dissolved	46,452	9.5	Widowed or surviving partner from a same-sex civil partnership	35,239	7.2
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<p>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</p>	<table border="1" data-bbox="663 1765 1420 1998"> <thead> <tr> <th>Age of mother</th> <th>Gloucestershire number</th> <th>Percentage (%) of live births</th> </tr> </thead> <tbody> <tr> <td>Under 20</td> <td>122</td> <td>2.0</td> </tr> <tr> <td>20-24</td> <td>728</td> <td>11.9</td> </tr> <tr> <td>25-29</td> <td>1,702</td> <td>27.8</td> </tr> </tbody> </table>			Age of mother	Gloucestershire number	Percentage (%) of live births	Under 20	122	2.0	20-24	728	11.9	25-29	1,702	27.8									
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<p>Religion and/or belief percentage/profile of service users religious beliefs</p>	<p>There were 6,124 live births in Gloucestershire in 2019. The above table shows the number of births by the age of mothers at the delivery of their baby (in five year age bands). The highest proportion of deliveries was to women aged 30 to 34 continuing the trend of later motherhood. Births to mothers under the age of 25 make up a lower proportion of total births compared with the national figure (13.8% in Gloucestershire compared with 16.0% in England).</p> <p>At district level:</p> <ul style="list-style-type: none"> • Gloucester has the highest proportion of births amongst mothers aged 20 or under and exceeds the county and national figure. • The Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ and exceed the county and national figure. <table border="1"> <thead> <tr> <th>Religion</th> <th>Number of people</th> <th>% of population</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>379,144</td> <td>63.5</td> </tr> <tr> <td>Buddhist</td> <td>1,772</td> <td>0.3</td> </tr> <tr> <td>Hindu</td> <td>2,222</td> <td>0.4</td> </tr> <tr> <td>Jewish</td> <td>539</td> <td>0.1</td> </tr> <tr> <td>Muslim</td> <td>5,741</td> <td>1.0</td> </tr> <tr> <td>Sikh</td> <td>449</td> <td>0.1</td> </tr> <tr> <td>Other religion</td> <td>2,940</td> <td>0.5</td> </tr> <tr> <td>No religion</td> <td>159,496</td> <td>26.7</td> </tr> <tr> <td>Religion not stated</td> <td>44,681</td> <td>7.5</td> </tr> </tbody> </table> <p>According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by no religion which accounts for 26.7% of the total population.</p> <p>Gloucestershire has a higher proportion of people who are Christian, have no religion or have not stated a religion than the national average. In contrast it has a lower proportion of people who follow a religion other than Christianity, which reflects the ethnic composition of the county.</p>	Religion	Number of people	% of population	Christian	379,144	63.5	Buddhist	1,772	0.3	Hindu	2,222	0.4	Jewish	539	0.1	Muslim	5,741	1.0	Sikh	449	0.1	Other religion	2,940	0.5	No religion	159,496	26.7	Religion not stated	44,681	7.5
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<p style="text-align: center;"><i>bisexual, heterosexual</i></p> <p><i>Department of Trade and Industry (2003), Final Regulatory Impact Assessment: Civil Partnership Act 2004</i> http://webarchive.nationalarchives.gov.uk/20070603164510/http://www.dti.gov.uk/files/file23829.pdf</p> <p><i>ONS (2016), Sexual Identity, UK:2016</i> https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016</p> <p><i>Public Health England (2016)The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document</i> https://nationallgbpartnershipdot.org.files.wordpress.com/2018/04/lgbt-public-health-outcomes-framework-comparision-doc.pdf</p> <p><i>Stonewall, 2015, Mental Health, stonewall health briefing</i> http://www.stonewall.org.uk/sites/default/files/Mental_Health_Stonewall_Health_Briefing_2012_.pdf</p> <p><i>Stonewall, 2011, Lesbian, Gay and Bisexual People in Later Life</i> www.stonewall.org.uk/sites/default/files/LGB_people_in_Later_Life_2011_.pdf</p> <p><i>Stonewall, 2012, Experiences of Health Care</i> http://www.stonewall.org.uk/sites/default/files/Experiences_of_Healthcare_Stonewall_Health_Briefing_2012_.pdf</p>	<table border="1"> <tr> <td>Stonewall lower estimate</td> <td style="text-align: center;">25,800</td> <td style="text-align: center;">5</td> </tr> <tr> <td>Stonewall upper estimate</td> <td style="text-align: center;">36,100</td> <td style="text-align: center;">7</td> </tr> <tr> <td>ONS Annual Population Survey estimate</td> <td style="text-align: center;">17,837</td> <td style="text-align: center;">2.8</td> </tr> </table>	Stonewall lower estimate	25,800	5	Stonewall upper estimate	36,100	7	ONS Annual Population Survey estimate	17,837	2.8
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<p>There are no definitive data on sexual orientation at a local or national level. A number of studies have attempted to provide estimates for the proportion of people who may identify as lesbian, gay or bisexual, generating a range of different results. However, a recent estimate from the ONS Annual Population Survey (2018) suggests that lesbian, gay and bisexuals represent 2.8% of people aged 16 and over in England. If this figure is applied to Gloucestershire it would mean there were around 17,837 people in the county who are lesbian, gay or bisexual.</p>										
<p>The Annual Population Survey also found that 2.5% of males compared with 2.0% of females identified as LGB in 2018, and that young adults were more likely to identify as LGB than older age groups (4.4% of people aged 16</p>										
<p>There were also regional variations, with London having the highest percentage (2.8%) and the North East the lowest (1.8%). The proportion of people in the South West identifying as LGB was 2.2%. These regional variations may be associated with regional differences in the age structure of populations.</p>										
<p>Evidence at a national level demonstrates that lesbian, gay, bisexual and trans people experience discrimination and marginalisation in their daily lives including in healthcare, social care, housing and education. This evidence also indicates that people who are lesbian, gay or bisexual are more likely to have experienced depression or anxiety, attempted or had suicidal thoughts and self harmed than men and women in general. LGB people who are over 55 are more likely than heterosexual people over 55 to live alone and are more likely than heterosexual people to say that they expect to rely on health and social care providers as they get older. LGB people also report that health and social care providers often assume that they are heterosexual, for example, giving inappropriate advice about preventing pregnancy or ignoring their partners.</p>										

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	Not Affected
Disability	Not Affected
Sex	Not Affected
Race	Not Affected
Gender reassignment	Not Affected
Marriage & civil partnership	Not Affected
Pregnancy & maternity	Not Affected
Religion and/or belief	Not Affected
Sexual orientation	Not Affected
